

Meeting Date: 10/28/08

AGENDA REPORT

City of Santa Clara, California

Agenda Item # 7A.3



Date: October 21, 2008
To: City Manager for Council Action
From: Chief of Police
Subject: Request to Set Salary at Step 2, Salary Plan B, Grade 31
for Newly-Hired Lateral Police Officer Colin Stewart

EXECUTIVE SUMMARY: As a result of our continuous recruiting effort, the Police Department is fortunate to have hired a police officer who has come to us with prior law enforcement experience. Officer Colin Stewart has served with the San Mateo Police Department for five years. His specific experience includes special assignments in the Street Crimes Unit, a Detective in the Investigations Division, and as a member of the SWAT team. Based on the number of years of experience this officer will bring to the Santa Clara Police Department, Staff recommends that he be appointed at Step 2 of the salary range.


ADVANTAGES AND DISADVANTAGES OF ISSUE: Appointment at Step 2 will allow the Police Department the opportunity to hire well-qualified lateral candidates at a salary commensurate with their years of experience.


ECONOMIC/FISCAL IMPACT: The salary at Step 2 is 5% higher than Step 1, resulting in an additional cost of approximately \$ 4,800 per year. No budget modifications will be necessary.


RECOMMENDATION: That the Council approve the request to set the salary of newly-hired Police Officer Colin Stewart at Step 2, Salary Plan B, Grade 31.

REVIEWED BY:

APPROVED:


Stephen D. Lodge
Chief of Police


Alan Christenson
Acting Director of Human Resources


Jennifer Sparacino
City Manager

Documents Related to this Report: None

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